

Special 4-page Election Issue

CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

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VICTORY!

"We beat the mob, we beat corporate America, and we beat the old guard officials in our union. It's a victory for those thousands of members who worked night and day to make sure Teamster reform continues. They are the real heroes of this election."

—Ron Carey at his victory announcement on Dec. 14, 1996.

It wasn't easy. It wasn't always pretty. But Teamster members—in the most democratic election in the history of this union—kept the reform train on the track by electing Ron Carey with 52 percent of the vote.

Gordy Teller, who coordinated the Carey campaign in Washington state, summed it up: "It's a tremendous victory. We could have lost the gains of the reform movement. Hoffa came to Seattle three times, and the vast majority of the officials here campaigned for him. Our Carey movement came from behind to take 50 percent of the vote in this state."

In Minnesota, the grassroots Carey campaign carried the state by a wide margin, beating several pro-Hoffa officials in their own locals. "It was our phone bank campaign and our strong TDU presence in the shops and locals," Rick Sather of Minneapolis Local 638 reports.

In some 50 local unions, Teamster activists carried their locals for Ron Carey against a pro-Hoffa leadership. In another 40 locals, they came close to winning, minimizing any Hoffa gain.

"This was the weapon Hoffa couldn't match. He had the bucks, he had more officials behind him. But he took only a handful of locals with pro-Carey leadership, whereas our grassroots army took many from him," noted Diana Kilmury, who was re-elected International Vice President at large.

Three candidates on the Hoffa

slate even lost their own local unions, where strong TDU-inspired campaigns prevailed. In Cleveland Local 407, Hoffa slate member Sam Theodus watched his members vote 1,748-754 for Carey. Flight Attendants Local 2000, with Hoffa candidate Dotty Malinsky, voted 2,602-782 for Carey after a strong rank and file campaign and phone banking from Detroit, Seattle and Minnesota. In Knoxville, Tenn., Local 519 active rank and file members carried the day in the home local of Hoffa candidate Randall Copeland.

Hoffa gained mostly in locals with a pro-Hoffa leadership with members who have little contact with the International union, and where TDU does not have a strong presence. Some have histories of intimidation. In Chicago, New Jersey and Detroit, three large joint councils, Hoffa won about 60 percent.

Carey won both UPS and freight. TDU leader Steve Baudo of Wisconsin Local 344 commented, "We took our local by 72 percent (1,539-604) against a pro-Hoffa leadership because UPS Teamsters don't want to go back to the old guard. They know that a vote for Hoffa was a vote for the leadership that gave us the original air agreement and two-tier wages for part timers." Locals with large UPS contingents were won by Carey from coast to coast.

Carey won in freight also, though not by such a wide margin. Carey took nine of the 14 locals with over 2,000 freight members, with Hoffa winning four and one split down the middle. Of the 45 locals with over 1,000 freight members, Carey won 28, Hoffa 16, and one evenly split.

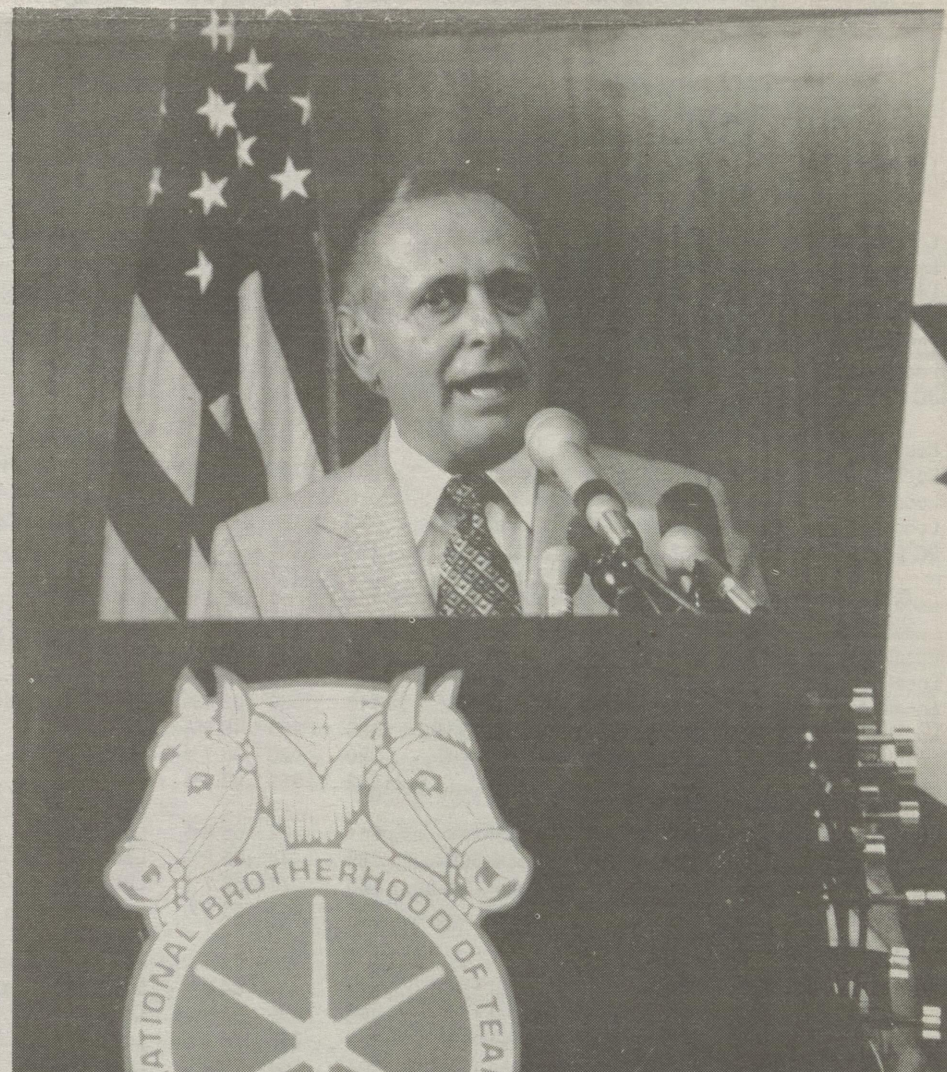
Not only did Ron Carey win, but so did 21 of 27 candidates on the

Carey slate. It was a sweep for all the at-large candidates, and in the East, South, and Canada. Hoffa took 55 percent in the Central region and won all five vice president positions there. Carey took 51 percent in the West and won two of three vice president positions, with a chance to pick up the third.

In the West, Carey candidates Tom Leedham and Ken Mee are leading, while Hoffa's Chuck Mack holds onto the third Western Vice

President slot by a slim margin over Ed Mireles. So the Carey slate could perhaps pick up one more spot when the eligible challenged ballots are counted in January.

One final fact: the members of New York Local 804 know Ron Carey better than anyone does, because he's been the president of that local since 1968. They voted by an incredible 3,475-157 for Carey. No old guard candidate will match that kind of membership endorsement.



"This victory sends a message to every Teamster official who has tried to undermine reform in the past five years — it's time to get on the reform train, or get the hell out of the way."

Ron Carey, at press conference announcing victory on Dec. 14, 1996

Local Union Vote Counts

The following figures from the Election Officer show local vote tallies for General President, not including the challenged ballots. Locals are listed by region and then by Joint Council, with totals for each Joint Council. The fourth column shows the percentage of the vote received by Ron Carey.

SOUTHERN REGION

Local	Carey	Hoffa	
Local 373	166	141	54.1%
Local 516	149	157	48.7%
Local 523	103	358	22.3%
No JC	418	656	38.9%
Local 657	750	350	68.2%
Local 919	73	233	23.9%
Local 968	245	175	58.3%
Local 988	874	664	56.8%
Local 1110	23	78	22.8%
JC 58	1965	1500	56.7%

Local 19	52	373	12.2%
Local 568	303	157	65.9%
Local 577	133	841	13.7%
Local 745	1389	2878	32.6%
Local 767	631	773	44.9%
Local 997	58	386	13.1%
JC 80	2566	5408	32.2%

Local 119	1	11	8.3%
Local 217	50	278	15.2%
Local 258	2	6	25.0%
Local 402	189	105	64.3%
Local 515	86	229	27.3%
Local 519	657	599	52.3%
Local 549	97	143	40.4%
Local 612	618	317	66.1%
Local 891	527	707	42.7%
Local 1196	52	240	17.8%
JC 87	2279	2635	46.4%

Local 327	477	355	57.3%
Local 480	1491	714	67.6%
Local 667	1333	533	71.4%
Local 878	732	579	55.8%
Local 886	847	728	53.8%
Local 984	104	194	34.9%
JC 88	4984	3103	61.6%

Local 5	74	156	32.2%
Local 270	629	293	68.2%
Local 969	66	18	78.6%
Local 991	271	265	50.6%
JC 93	1040	732	58.7%

Local 79	960	254	79.1%
Local 173	107	97	52.5%
Local 385	885	454	66.1%
Local 390	475	328	59.2%
Local 444	23	16	59.0%
Local 512	755	285	72.6%
Local 528	882	321	73.3%
Local 728	2258	886	71.8%
Local 769	646	905	41.7%
Local 947	114	176	39.3%
Local 1129	95	68	58.3%
Ga./Fla. Conf. 7200	3790		65.5%

EASTERN REGION

Local	Carey	Hoffa	
Local 901	74	441	14.4%
no JC	74	441	14.4%

Local 28	351	249	58.5%
Local 61	471	91	83.8%
Local 71	1139	354	76.3%
Local 86	31	80	27.9%
Local 391	1171	2595	31.1%

Local 509	396	162	71.0%
JC 9	3559	3531	50.2%

Local 1	77	108	41.6%
Local 25	2684	810	76.8%
Local 42	489	193	71.7%
Local 49	92	76	54.8%
Local 59	393	104	79.1%
Local 64	264	78	77.2%
Local 82	39	258	13.1%
Local 122	83	183	31.2%
Local 127	119	321	27.0%
Local 170	1029	685	60.0%
Local 251	1529	482	76.0%
Local 259	71	192	27.0%
Local 340	1015	229	81.6%
Local 379	92	462	16.6%
Local 404	632	221	74.1%
Local 437	22	58	27.5%
Local 494	118	50	70.2%
Local 504	85	67	55.9%
Local 597	359	48	88.2%
Local 633	1094	199	84.6%
Local 653	519	328	61.3%
Local 686	227	18	92.7%
Local 829	271	177	60.5%
JC 10	11303	5347	67.9%

Local 72	460	483	48.8%
Local 111	97	306	24.1%
Local 202	147	714	17.1%
Local 210	651	210	75.6%
Local 237	5094	1554	76.6%
Local 239	118	73	61.8%
Local 240	9	8	52.9%
Local 272	253	173	59.4%
Local 277	69	87	44.2%
Local 282	466	679	40.7%
Local 295	167	941	15.1%
Local 338	135	26	83.9%
Local 445	487	642	43.1%
Local 456	884	164	84.4%
Local 550	129	372	25.7%
Local 553	228	278	45.1%
Local 584	165	465	26.2%
Local 707	872	736	54.2%
Local 802	514	213	70.7%
Local 803	118	49	70.7%
Local 804	3475	157	95.7%
Local 805	142	148	49.0%
Local 806	78	65	54.5%
Local 807	800	318	71.6%
Local 808	453	201	69.3%
Local 810	660	426	60.8%
Local 812	320	696	31.5%
Local 813	593	351	62.8%
Local 814	174	218	44.4%
Local 817	9	228	3.8%
Local 819	313	53	85.5%
Local 831	1581	736	68.2%
Local 832	0	0	
Local 840	99	184	35.0%
Local 851	132	260	33.7%
Local 854	72	57	55.8%
Local 858	155	51	75.2%
Local 868	186	151	55.2%
Local 875	389	31	92.6%
Local 917	211	110	65.7%
Local 918	113	66	63.1%
Local 1034	225	255	46.9%
Local 1205	299	20	93.7%
JC 16	21542	12955	62.4%

Local 118	511	232	68.8%
Local 398	89	44	66.9%
Local 791	105	77	57.7%
JC 17	705	353	66.6%
Local 126	22	4	84.6%
Local 182	259	465	35.8%
Local 294	1130	353	76.2%
Local 317	794	554	58.9%
Local 506	71	97	42.3%
Local 529	95	187	33.7%
Local 669	133	121	52.4%
Local 687	207	65	76.1%
Local 693	203	195	51.0%

Local 1149	242	78	75.6%
JC 18	3156	2119	59.8%

Local 8	316	326	49.2%
Local 30	731	296	71.2%
Local 110	333	523	38.9%
Local 205	565	142	79.9%
Local 211	259	95	73.2%
Local 249	992	700	58.6%
Local 250	415	204	67.0%
Local 261	311	102	75.3%
Local 273	53	171	23.7%
Local 341	103	51	66.9%
Local 397	266	200	57.1%
Local 453	58	179	24.5%
Local 485	86	103	45.5%
Local 491	72	301	19.3%
Local 538	115	171	40.2%
Local 585	93	134	41.0%
Local 636	401	123	76.5%
Local 697	80	221	26.6%
Local 872	154	193	44.4%
Local 926	93	443	17.4%
JC 40	5496	4678	54.0%

Local 264	434	288	60.1%
Local 375	562	124	81.9%
Local 449	590	166	78.0%
Local 558	314	437	41.8%
JC 46	1900	1015	65.2%

Local 12	73	87	45.6%
Local 77	294	204	59.0%
Local 107	515	908	36.2%
Local 115	1405	173	89.0%
Local 169	712	592	54.6%
Local 229	755	718	51.3%
Local 312	290	207	58.4%
Local 326	646	91	87.7%
Local 331	313	267	54.0%
Local 384	763	410	65.0%
Local 401	222	334	39.9%
Local 429	1024	647	61.3%
Local 430	571	348	62.1%
Local 463	541	374	59.1%
Local 470	433	292	59.7%
Local 500	268	629	29.9%
Local 502	120	61	66.3%
Local 623	450	315	58.8%
Local 628	459	42	91.6%
Local 676	1001	648	60.7%
Local 764	268	215	55.5%
Local 771	895	365	71.0%
Local 773	803	551	59.3%
Local 776	1389	1380	50.2%
Local 830	530	590	47.3%
Local 837	126	138	47.7%
Local 929	279	243	53.4%
Local 1414	281	73	79.4%
JC 53	15426	10902	58.6%

Local 67	39	23	62.9%
Local 96	53	5	91.4%
Local 246	94	222	29.7%
Local 639	667	1015	39.7%
Local 730	193	353	35.3%
Local 747	180	58	75.6%
Local 922	80	76	51.3%
JC 55	1306	1752	42.7%

Local 103	71	37	65.7%
Local 311	241	128	65.3%
Local 355	698	553	55.8%
Local 557	518	261	66.5%
Local 570	116	374	23.7%
Local 888	11	38	22.4%
Local 992	356	256	58.2%
JC 62	2011	1647	55.0%

Local 145	180	107	62.7%
Local 191	360	478	43.0%
Local 443	589	533	52.5%
Local 493	364	138	72.5%
Local 559	473	177	72.8%
Local 671	659	198	76.9%
Local 677	589	207	74.0%
Local 1035	248	46	84.4%
Local 1040	71	16	81.6%

Local 1150	468	1231	27.5%
JC 64	4001	3131	56.1%

Local 11	330	258	56.1%
Local 35	72	189	27.6%
Local 97	712	396	64.3%
Local 102	80	513	13.5%
Local 125	165	271	37.8%
Local 177	2136	332	86.5%
Local 194	99	345	22.3%
Local 408	37	148	20.0%
Local 418	23	77	23.0%
Local 469	100	632	13.7%
Local 478	105	419	20.0%
Local 522	78	157	33.2%
Local 531	37	35	51.4%
Local 560	447	1324	25.2%
Local 575	54	64	45.8%
Local 617	141	320	30.6%
Local 641	289	780	27.0%
Local 680	32	62	34.0%
Local 701	80	426	15.8%
Local 723	31	81	27.7%
Local 815	173	365	32.2%
Local 843	39	169	18.8%
Local 863	237	1301	15.4%
Local 866	68	174	28.1%
Local 877	152	92	62.3%
Local 945	266	186	58.8%
Local 966	551	48	92.0%
Local 999	250	44	85.0%
Local 1100	9	61	12.9%
JC 73	6793	9269	42.3%

Local 22	120	22	84.5%
Local 29	295	110	72.8%
Local 95	76	288	20.9%
Local 101	108	60	64.3%
Local 171	357	162	68.8%
Local 322	269	15	94.7%
Local 592	106	286	27.0%
Local 822	442	82	84.4%
JC 83	1773	1025	63.4%

Local 175	848	139	85.9%
Local 505	192	136	58.5%
Local 789	137	62	68.8%
JC 84	1177	337	77.7%

CENTRAL REGION

Local	Carey	Hoffa	
Local 554	434	1556	21.8%
Local 749	236	316	42.8%
no JC	670	1872	26.4%

Local 24	1011	518	66.1%
Local 284	525	911	36.6%
Local 293	318	276	53.5%
Local 336	98	50	66.2%
Local 377	684	672	50.4%
Local 436	656	193	77.3%
Local 473	503	142	78.0%
Local 507	647	796	44.8%
Local 510	63	93	40.4%
Local 836	72	88	45.0%
JC 1	4577	3739	55.0%

Local 6.....	240	232	50.8%
Local 133.....	106	31	77.4%
Local 303.....	33	110	23.1%
Local 367.....	68	24	73.9%
Local 574.....	131	211	38.3%
Local 600.....	950	793	54.5%
Local 604.....	201	71	73.9%
Local 610.....	727	154	82.5%
Local 618.....	409	682	37.5%
Local 682.....	270	398	40.4%
Local 688.....	1893	1871	50.3%
Local 833.....	68	222	23.4%
Local 1187.....	261	118	68.9%
JC 13.....	5357	4917	52.1%

Local 328.....207.....218...48.7%
 Local 332.....286.....508...36.0%
 Local 337.....703.....2174...24.4%
 Local 339.....126.....293...30.1%
 Local 372.....87.....103...45.8%
 Local 406.....1331.....1053...55.8%
 Local 486.....242.....604...28.6%
 Local 580.....333.....194...63.2%
 Local 614.....158.....734...17.7%
 Local 1038.....39.....176...18.1%
 Local 1620.....5.....15...25.0%
 Local 2040.....31.....70...30.7%
JC 43.....7994...12218...39.6%

Local 20.....781.....2438...24.3%
 Local 365.....24.....57...29.6%
 Local 908.....172.....441...28.1%
 Local 1135.....8.....24...25.0%
JC 44.....985...2960...25.0%

Local 90.....259.....180...59.0%
 Local 147.....423.....627...40.3%
 Local 238.....386.....734...34.5%
 Local 358.....49.....21...70.0%
 Local 387.....5.....219...2.2%
 Local 421.....205.....297...40.8%
 Local 650.....160.....305...34.4%
 Local 828.....219.....51...81.1%
JC 45.....1706...2434...41.2%

Local 41.....746.....2081...26.4%
 Local 245.....230.....1582...12.7%
 Local 460.....26.....199...11.6%
 Local 534.....35.....246...12.5%
 Local 541.....106.....366...22.5%
 Local 552.....60.....221...21.4%
 Local 696.....91.....576...13.6%
 Local 795.....239.....469...33.8%
 Local 823.....108.....185...36.9%
 Local 838.....89.....322...21.7%
 Local 955.....178.....617...22.4%
JC 56.....1908...6864...21.8%

Local 26.....427.....253...62.8%
 Local 50.....403.....232...63.5%
 Local 279.....55.....199...21.7%
 Local 347.....25.....298...7.7%
 Local 371.....363.....563...39.2%
 Local 525.....447.....189...70.3%
 Local 627.....401.....301...57.1%
 Local 722.....457.....310...59.6%
 Local 916.....520.....524...49.8%
JC 65.....3098...2869...51.9%

Local 135.....2738.....2366...53.6%
 Local 215.....216.....976...18.1%
 Local 364.....282.....1598...15.0%
 Local 414.....409.....1172...25.9%
 Local 716.....120.....263...31.3%
 Local 1070.....12.....36...25.0%
 Local 2001.....20.....29...40.8%
JC 69.....3797...6440...37.1%

Local 116.....129.....232...35.7%
 Local 123.....67.....217...23.6%
JC 82.....196...449...30.4%

Local 89.....3248.....1176...73.4%
 Local 236.....116.....69...62.7%
 Local 651.....569.....373...60.4%
 Local 783.....336.....620...35.1%
 Local 2727.....354.....98...78.3%
JC 94.....4623...2336...66.4%

WESTERN REGION

Local.....Carey...Hoffa
 Local 681.....44.....76...36.7%
no JC.....44.....76...36.7%

Local 2.....341.....233...59.4%
 Local 13.....28.....172...14.0%
 Local 17.....677.....361...65.2%
 Local 190.....203.....239...45.9%
 Local 222.....331.....1110...23.0%
 Local 267.....48.....180...21.1%
 Local 300.....21.....22...48.8%
 Local 307.....121.....58...67.6%
 Local 435.....509.....773...39.7%
 Local 483.....109.....167...39.5%
 Local 492.....668.....519...56.3%
 Local 537.....80.....676...10.6%
 Local 752.....57.....21...73.1%
 Local 961.....565.....393...59.0%

Local 983.....173.....140...55.3%
 Local 1156.....0.....0.....
JC 3.....3931...5064...43.7%

Local 9.....9.....10...47.4%
 Local 15.....42.....184...18.6%
 Local 70.....464.....1233...27.3%
 Local 78.....178.....902...16.5%
 Local 85.....250.....135...64.9%
 Local 216.....61.....74...45.2%
 Local 278.....412.....219...65.3%
 Local 287.....671.....172...79.6%
 Local 291.....30.....113...21.0%
 Local 296.....124.....300...29.2%
 Local 315.....488.....306...61.5%
 Local 350.....96.....110...46.6%
 Local 432.....63.....104...37.7%
 Local 484.....56.....55...50.5%
 Local 490.....469.....217...68.4%
 Local 624.....459.....191...70.6%
 Local 665.....261.....401...39.4%
 Local 853.....302.....1143...20.9%
 Local 856.....936.....359...72.3%
 Local 890.....571.....202...73.9%
 Local 912.....627.....28...95.7%
 Local 921.....74.....118...38.5%
JC 7.....6643...6576...50.3%

Local 38.....318.....352...47.5%
 Local 66.....128.....96...57.1%
 Local 117.....745.....1219...37.9%
 Local 174.....1724.....880...66.2%
 Local 227.....230.....120...65.7%
 Local 231.....143.....216...39.8%
 Local 252.....112.....194...36.6%
 Local 313.....471.....199...70.3%
 Local 378.....172.....122...58.5%
 Local 524.....124.....138...47.3%
 Local 556.....76.....101...42.9%
 Local 582.....119.....143...45.4%
 Local 589.....154.....267...36.6%
 Local 599.....408.....415...49.6%
 Local 690.....278.....240...53.7%
 Local 741.....330.....355...48.2%
 Local 760.....253.....713...26.2%
 Local 763.....479.....695...40.8%
 Local 788.....113.....124...47.7%
 Local 839.....108.....224...32.5%
 Local 959.....580.....297...66.1%
JC 28.....7065...7110...49.8%

Local 58.....251.....87...74.3%
 Local 81.....330.....440...42.9%
 Local 162.....757.....715...51.4%
 Local 206.....985.....147...87.0%
 Local 223.....268.....199...57.4%
 Local 305.....655.....282...69.9%
 Local 324.....162.....173...48.4%
 Local 670.....583.....656...47.1%
 Local 962.....188.....262...41.8%
JC 37.....4179...2961...58.5%

Local 94.....84.....204...29.2%
 Local 137.....386.....142...73.1%
 Local 150.....1272.....605...67.8%
 Local 228.....278.....105...72.6%
 Local 386.....367.....505...42.1%
 Local 431.....208.....350...37.3%
 Local 439.....1147.....745...60.6%
 Local 533.....230.....235...49.5%
 Local 601.....722.....159...82.0%
 Local 616.....90.....145...38.3%
 Local 679.....11.....19...36.7%
 Local 746.....50.....44...53.2%
 Local 748.....1123.....430...72.3%
 Local 857.....283.....376...42.9%
JC 38.....6251...4064...60.6%

Local 14.....158.....371...29.9%
 Local 36.....115.....70...62.2%
 Local 166.....371.....420...46.9%
 Local 381.....115.....96...54.5%
 Local 396.....1634.....497...76.7%
 Local 420.....122.....236...34.1%
 Local 481.....156.....163...48.9%
 Local 495.....416.....1064...28.1%
 Local 542.....456.....505...47.5%
 Local 598.....94.....368...20.3%
 Local 630.....516.....1429...26.5%
 Local 631.....276.....915...23.2%
 Local 683.....96.....300...24.2%
 Local 692.....262.....420...38.4%
 Local 848.....247.....1040...19.2%

Local 896.....562.....544...50.8%
 Local 911.....190.....277...40.7%
 Local 986.....717.....1966...26.7%
 Local 995.....165.....682...19.5%
 Local 996.....492.....286...63.2%
JC 42.....7160...11649...38.1%

Local 63.....2891.....1422...67.0%
 Local 87.....194.....29...87.0%
 Local 104.....1544.....878...63.7%
 Local 186.....180.....174...50.8%
 Local 399.....618.....321...65.8%
 Local 517.....373.....90...80.6%
 Local 572.....767.....437...63.7%
 Local 578.....229.....80...74.1%
 Local 952.....1664.....1103...60.1%
JC 92.....8460...4534...65.1%

TEAMSTERS CANADA

Local.....Carey...Hoffa
 Local 855.....162.....30...84.4%
 Local 927.....97.....45...68.3%

Local 979.....75.....268...21.9%
no JC.....334...343...49.3%
 Local 31.....778.....1306...37.3%
 Local 155.....119.....34...77.8%
 Local 213.....1113.....663...62.7%
 Local 464.....368.....263...58.3%
JC 36.....2378...2266...51.2%

Local 91.....404.....59...87.3%
 Local 141.....283.....91...75.7%
 Local 230.....264.....96...73.3%
 Local 419.....242.....159...60.3%
 Local 647.....296.....245...54.7%
 Local 847.....58.....159...26.7%
 Local 879.....293.....181...61.8%
 Local 880.....201.....319...38.7%
 Local 938.....1067.....728...59.4%
JC 52.....3108...2037...60.4%

Local 132.....42.....12...77.8%
 Local 424.....59.....8...88.1%

Local 1003.....3.....1...75.0%
 Local 1302.....4.....4...50.0%
 Local 1552.....7.....3...70.0%
 Local 1572.....7.....0...100.0%
 Local 1655.....14.....3...82.4%
 Local 1688.....14.....37...27.5%
 Local 1880.....13.....4...76.5%
 Local 1985.....15.....2...88.2%
JC 79.....178...74...70.6%

Local 362.....361.....580...38.4%
 Local 395.....44.....94...31.9%
 Local 834.....5.....23...17.9%
 Local 987.....122.....149...45.0%
JC 90.....532...846...38.6%

Local 69.....350.....20...94.6%
 Local 106.....625.....113...84.7%
 Local 931.....589.....130...81.9%
 Local 973.....373.....54...87.4%
 Local 1999.....3755.....140...96.4%
JC 91.....5692...457...92.6%

Preliminary Totals 1996 IBT Officers Election from the Election Officer

(note: these numbers are final pending the resolution of any challenged ballots)

General President:

(C) Ron Carey.....226,593.....51.91%
 (H) Jim Hoffa.....209,896.....48.08%

General Secretary-Treasurer:

(C) Tom Sever.....214,014.....50.19%
 (H) Tom Keegel.....200,613.....47.05%
 (SU) Kenneth Hollowell.....11,713.....2.74%

Vice President At-Large: (elect 5)

(C) Diana Kilmury.....216,575.....10.41%
 (C) Jim Benson.....213,084.....10.24%
 (C) Richard W. Nelson.....212,651.....10.22%
 (C) Jack Cox.....212,362.....10.21%
 (C) John Riojas.....209,920.....10.09%
 (H) Tom O'Donnell.....204,243.....9.82%
 (H) Sam Theodus.....200,591.....9.64%
 (H) Chester Glanton.....199,361.....9.58%
 (H) Ralph Taurone.....198,831.....9.56%
 (H) Fred Gegare.....198,477.....9.54%
 (SU) Robert H. Spearman.....12,909......62%

Trustee: (elect 3)

(C) Sergio Lopez.....217,835.....17.14%
 (C) Eddie Kornegay.....217,350.....17.10%
 (C) Joseph Padellaro.....216,888.....17.06%
 (H) Mary Lou Salmeron.....208,857.....16.43%
 (H) Ron McClain.....205,623.....16.18%
 (H) John Steger.....204,117.....16.06%

Vice President, Teamsters Canada: (elect 2)

(C) Charles Thibault.....11,520.....33.09%
 (C) David P. Kozak.....11,191.....32.14%
 (H) Garnet Zimmerman.....6,075.....17.45%
 (H) Tom Baldwin.....6,028.....17.31%

Vice President, Central Region:

(elect 5)
 (H) Dotty Malinsky.....83,216.....11.03%
 (H) Pat Flynn.....82,502.....10.94%
 (H) Phil Young.....82,484.....10.94%
 (H) Les Singer.....81,426.....10.80%
 (H) Walt Lytle.....81,250.....10.77%
 (C) Lorelei Anderson.....66,900.....8.87%
 (C) Dennis Skelton.....66,182.....8.77%
 (C) Bill Urman.....66,017.....8.75%
 (C) Lon E. Fields, Sr.....65,649.....8.70%
 (C) Frank J. Busalacchi.....65,229.....8.65%
 (SU) Charlie Walker.....4,853......64%
 (SU) Leroy Ellis.....4,552......60%
 (SU) Jim Tol.....3,705......49%

Vice President, Eastern Region:

(elect 4)
 (C) John P. Morris.....78,209.....14.52%
 (C) Carroll E. Haynes.....77,946.....14.48%

(C) George W. Cashman.....77,687.....14.43%
 (C) Tom Gilmartin, Jr.....76,903.....14.28%
 (H) Betty Rose Fischer.....57,778.....10.73%
 (H) John Murphy.....57,334.....10.65%
 (H) Richard Volpe.....56,324.....10.46%
 (H) Dan DeSanti.....56,120.....10.42%

Vice President, Southern Region: (elect 2)

(C) Aaron Belk.....20,007.....26.76%
 (C) Doug Mims.....19,988.....26.73%
 (H) Randall Copeland.....17,447.....23.33%
 (H) T.C. Stone.....17,314.....23.16%

Vice President, Western Region: (elect 3)

(C) Tom Leedham.....41,738.....16.93%
 (C) Ken Mee.....41,430.....16.81%
 (H) Chuck Mack.....41,272.....16.74%
 (C) Ed J. Mireles.....41,170.....16.70%
 (H) Jim Santangelo.....40,524.....16.44%
 (H) Jon Rabine.....40,284.....16.34%

KEY:

(C) = Carey Slate member
 (H) = Hoffa Slate member
 (SU) = Stand Up Slate member

Names in bold are the winners for those positions.

NOTE: On Dec. 18, the last local union was counted, resolving a challenge by the Carey Campaign because of illegal ballot collection in Chicago Local 743. The E.O. ruled that because at least 120 had been proven to be collected by a Hoffa business agent, 120 votes were subtracted from Hoffa's total for that local. Hoffa won the local 2,111 to 695 (after subtracting the 120).

On Dec. 18-19, 1996, the Election Officer expects to count certain challenged ballots, including those of members who requested duplicates. The remaining challenged ballots were virtually all challenged by the E.O. for dues delinquency. By early January the process of checking will be completed and those ballots deemed valid will be counted, until the number no longer exceeds the margin of victory.

It is highly unlikely that the challenged ballots will affect any positions except in the West, where Chuck Mack holds onto the third position by a small margin, so it is possible that the Carey slate could gain one seat there.

Ballots cast: 485,605. Ballots counted initially: 441,797. Challenged: 41,002. Void: 2,806.

The Future of the Teamsters

By rejecting the pre-1991 leadership group, Teamster members averted a backward turn for our union. That course would have been a disaster.

The course our union will take into the 21st century is now wide open, and can be shaped not only by the Carey leadership,

but by Teamster members.

Our job is to shift the discussion in our union from reform vs. the past, to our direction for the future.

We need to extend the reforms already begun. We need to further limit multiple salaries of officers. We need to

continue the battle against remaining pockets of corruption. We need to extend democratic practices.

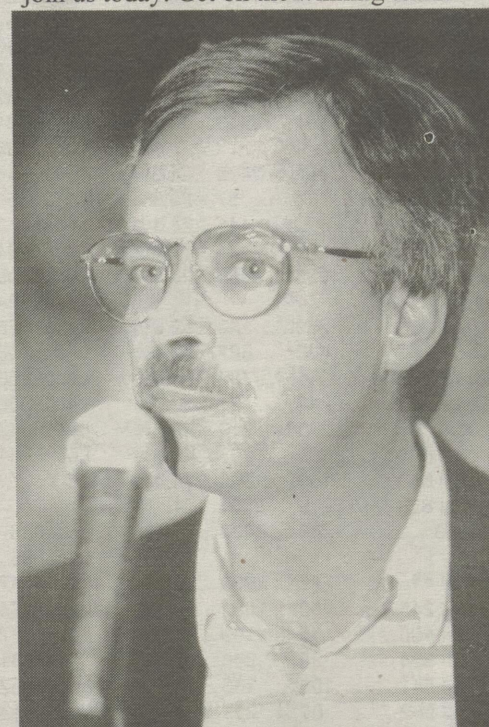
We need to go beyond these reforms, which are important but by themselves will not build a strong and growing Teamsters union. We need to promote membership involvement, from top to bottom, and work to make it happen. We need a corps of 10,000 volunteer organizers, working in local unions and linked up through the IBT Organizing Department. We need membership involvement in contract battles. The upcoming UPS contract is a great place to create a model. We need membership involvement in the various divisions of our union: warehousing, brewery, freight, food processing, airline and more.

We need a corps of active Teamsters who are prepared to give time and energy to the Teamster movement, and a leadership at all levels working toward that goal.

We need new leadership from below. It's the TDU movement that provides the engine to power a revitalized union. In nearly 100 locals, active rank and file organization made the decisive difference in the election. In another 30 locals, recent local election victories by TDUs and reformers threw out old guard officials and many thousands of votes were won as a result. Many locals still have an old guard leadership. It's time to change that, and only rank and file Teamsters can do that job.

In the coming months, TDU will be

holding meetings where Teamsters can discuss the future. We invite all Teamsters concerned with the future of this union to join us today. Get on the winning team!



Tom Gilmartin
International Vice President
Eastern Region

This was a win for the labor movement, not just for Ron Carey or those of us on his slate. It was about putting members first. Now it's up to us, and to all Teamsters, to unite to do just that.

I want to thank TDU and so many TDU members for your help in making this victory possible. We couldn't have won without your dedication.

Overcoming Obstacles to Win

This was no easy victory. The old guard officials that we surprised in 1991 were well prepared this time. Consider these odds:

- ♦ They tried to buy it. According to official campaign financial reports filed with the election officer on Dec. 1, the Hoffa campaign had spent \$3.7 million. The Carey campaign had spent less than half that: \$1.6 million. We had to counter-act money with grassroots organization and commitment, and we did.

- ♦ They had a united old guard. The bulk of local officials were determined to roll back the clock to the pre-1991 days. Many of them worked harder than they have in years to pull out votes for Junior Hoffa. Where our grassroots movement was weak, they could often carry the day. The lesson: we need to build our TDU strong from coast to coast.

- ♦ They had access to the media. Their front man's celebrity name got them access to talk radio and TV shows

over and over again. Most news coverage of the election made Hoffa the center of attention.

- ♦ They adopted our reform program and our play book. Just two years ago, they opposed striking the freight corporations to block implementation of part timers. They refused to back the one-day UPS safety strike. They picketed the union headquarters demanding the reinstatement of the area conference multiple salaries. In 1991 they opposed our right to elect delegates and tried to take it out of our constitution. They said 25-&-out pensions were pie-in-the-sky. They said huge multiple salaries for officials were "the American way." In this campaign, they flip-flopped on every one of these things! They had to pretend to adopt our reform program to have a chance to win this election.

They threw their best punch, and we still beat them. Ron Carey got 226,593 votes, up from 188,883 in 1991.

Join the Winning Team!

We won the battle, but the war of building a strong, growing Teamsters union lies ahead. Join the team that's on the front lines. Join TDU today.

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

___ \$35 one-year membership & subscription to *Convoy Dispatch*.

___ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

___ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Why They Undermine Democracy

Hoffa and some—but not all—of his slate refuse to accept the democratic vote of the members. They continue to claim that the Election Officer was involved in a conspiracy to steal his votes.

Their ridiculous charges have changed from day to day: first they hinted that the E.O. allowed someone to crawl through the ceiling to steal votes. Later they invented a story about the E.O. stealing 25,000 ballots.

Don't think for a minute that Hoffa is stupid enough to believe this stuff. He knows it's over, and that he lost. But they have a plan.

They want to spread the myth—using the "big lie" technique—that the E.O. and her staff rigged the election. In this way they hope not only to undermine Carey, but to undermine our democratic process itself. Their goal is to undermine the Right to Vote, because they know they've thrown their best punch and lost. They can't win in a democratic election.

Most Democratic Election Ever

This was the most democratic election in the history of our union. It was

conducted by mail ballot voting. The ballots were safe with layers of security. The whole process was supervised by the staff of the court-appointed Election Officer, who slapped both sides several times during the election with protest decisions. Each camp had numerous observers, who even slept with the ballots.

All Teamsters—whether they voted for Hoffa, Carey or didn't vote—can be proud of our democratic process.

Over 60,000 more members participated than in 1991. Still only 34 percent, but every member who didn't vote made that choice freely in their own home.

All Teamsters—whether they voted for Hoffa, Carey or didn't vote—can be proud of our democratic process. We have a democracy that's the envy of the labor movement! It's time for Hoffa and his clique to accept it.

Let's unite and move forward, and not let our union or its democracy be undermined by anyone.